

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
OF LANCASTER COUNTY, NEBRASKA

FILED

JUL 26 2001

LANCASTER COUNTY CLERK

WAIVING THE WAITING PERIOD )  
FOR MEDICAL INSURANCE FOR )  
TEMPORARY EMPLOYEES WHO )  
ACCEPT A PROBATIONARY )  
APPOINTMENT IN THE COUNTY )  
CLASSIFIED SERVICE )

RESOLUTION NO. B-01-62

WHEREAS, Lancaster County provides County-subsidized health and dental plans to employees in the classified service; and

WHEREAS, currently there is a waiting period before newly appointed classified employees are eligible to receive employer contribution to the County health and dental plans; and

WHEREAS, Lancaster County Personnel Rule 7.4 allows individuals to be appointed for temporary employment in the County for a period not to exceed twelve (12) months; and

WHEREAS, temporary employees are not eligible to receive County benefits; and

WHEREAS, the time spent as a temporary employee does not count towards the employee's length of service with the County; and

WHEREAS, the County wishes to adopt a policy whereby the time spent as a temporary County employee will be counted toward the waiting period for receiving employer contribution to the County's health and dental plans.

NOW, THEREFORE, BE IT RESOLVED, that the Board of County Commissioners of Lancaster County, Nebraska, hereby adopts the following policy:

I. This policy only applies to full-time temporary County employees who, during their temporary appointments, accept a probationary appointment in the County classified service without a break in service with the County.

II. This policy only waives the waiting period for employer contributions to the County health and dental plans. All applicable waiting periods for other County benefits are not waived or affected by this policy.

III. Upon appointment to the classified service, the employee is still required to undergo a six-month probationary period. Sick leave, vacation, personal holidays and other benefits will accrue and can only be used as set forth in the Personnel Rules applicable to other newly hired County employees in that job classification.

IV. This policy is effective upon its approval by the Board and applies retroactively to current temporary employees who may accept a position in the classified service and to current full-time probationary employees who began service with the County as temporary employees (without a break in service), however, there shall be no reimbursement for any insurance premiums, paid by an employee for County health plan coverage, prior to the effective date of this Resolution.

V. Full-time probationary employees who began as temporaries shall be eligible for County contribution to the County sponsored health and dental plans effective the first day of the month after application for coverage is made.

DATED this 31 day of July, 2001, at the County-City Building, Lincoln,  
Lancaster County, Nebraska.

BY THE BOARD OF COUNTY  
COMMISSIONERS OF LANCASTER  
COUNTY, NEBRASKA

APPROVED AS TO FORM  
this 26<sup>th</sup> day of  
July, 2001.  
Gary E. Lacey  
GARY E. LACEY  
County Attorney

Bob Workman  
Barry Campbell  
Reggie Huer  
Ray A. Herring  
Jenkins was absent